



Indiana State Service Plan 2011 - 2013

Our Vision: *Indiana will be regarded as a national leader in coordinating efforts that mobilize and engage community residents in national and community service and volunteerism.*

The Office of Faith Based and Community Initiatives is dedicated to achieving this vision by developing a stronger platform for service and volunteerism in Indiana through regional partnerships and leveraging financial and human resources dedicated to mobilizing volunteers locally.

Indiana Office of Faith Based and Community Initiatives
Indiana Government Center South, E012
302 W. Washington St., Indianapolis, IN 46204

Mitchell E. Daniels, Jr., Governor
Isaac E. Randolph, Jr., Executive Director
David A. Reingold, Ph.D., Chair, ICCSV

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OFFICE OF FAITH-BASED AND COMMUNITY INITIATIVES



Mitchell E. Daniels, Jr., *Governor* • Isaac E. Randolph Jr., *Executive Director*

Dear Regional and Community Partner:

National and Community Service is an integral part of Indiana's civic infrastructure. Founded in 1994, the Indiana Commission on Community Service and Volunteerism (ICCSV) remains the state's central coordinating body for service and volunteerism. Aside from its general mandate to administer the AmeriCorps State program, the ICCSV is responsible for developing, implementing, and sustaining a vision and culture of civic engagement and national and community service across our state. The latter is accomplished through this three-year State Service Plan.

This new plan reflects the desires and hopes of our state's community and faith-based organizations, foundations, public policymakers, national and community service participants, and others who want to support and maintain Indiana's growth in our nation's civic engagement and volunteer sectors. More importantly Indiana's State Service Plan will strengthen the state's existing civic foundation with a particular focus on four key principles:

- Service as a Solution
- Expanding Opportunities to Serve Building
- Enduring Capacity
- Embracing Innovation

This year alone, the Corporation for National and Community Service (CNCS), Indiana's partner at the federal level, will make an investment of over \$12 million to local communities through Senior Corps, AmeriCorps, and Learn and Serve America. Thanks to bi-partisan efforts in the Congress, the passage of the Edward M. Kennedy Serve America Act of 2009 ushered in a new era for national and community service in our country. Moreover, the Serve America Act will dedicate further resources to Indiana in an effort to assist our communities to meet local needs and expand opportunities for Hoosiers of all ages to serve.

On behalf of the ICCSV, I thank you for your dedicated service in our state and our communities. I look forward to working with you and your organization to make Indiana the number one state in the nation for service and volunteerism.

In service,

David A. Reingold
Chair, Indiana Commission on Community Service and Volunteerism



Office of Faith-Based and Community Initiatives

Mission and History

Mission

Indiana enjoys a rich tradition of Hoosiers working together to help themselves and their communities. In that spirit, the mission of the Office of Faith-Based and Community Initiatives is to: **CONNECT** organizations and communities to grants, services, and each other; **PROMOTE** volunteerism and service to improve the lives of Hoosiers; **ENCOURAGE** public and private resources to seed and sustain innovative and high quality community and faith-based initiatives; and, **HIGHLIGHT** the good works of individuals and their communities with best practices and innovative models.

Relevant Agency History

- 1993** Congress passes the National Community Service Trust Act, effectively overhauling the nation's community service and volunteer programs, which established the Corporation for National and Community Service (CNCS), strengthened existing programs and established new ones.
- 1994** Governor Evan Bayh establishes the Indiana Commission on Community Service (ICCS) and the Governor's Voluntary Action Program.
- 1997** The Governor's Voluntary Action Program is discontinued. The Indiana Commission on Community Service (ICCS) re-organizes and changes its name to the Indiana Commission on Community Service and Volunteerism (ICCSV) to highlight the expanded role of volunteers in effective community service.
- 2000** Governor O'Bannon contracts with Indiana's Department of Workforce Development to manage the Indiana Commission on Community Service and Volunteerism (ICCSV) financial and administrative functions, including development of financial policies and procedures.
- 2001** The Bush Administration creates the White House Office of Faith-Based and Community Initiatives to strengthen and expand the role of faith-based and community organizations in addressing the nation's social problems.
- 2003** The Faithworks initiative is created to assist faith-based and community-based organizations in applying for state and federal grant dollars to support new or existing self-sufficiency programs.
- 2005** Governor Mitch Daniels enacts Executive Order 05-16, which creates the Office of Faith-Based and Community Initiatives, and as a result the OFBCI assumed the responsibilities of the Indiana Commission on Community Service and Volunteerism (ICCSV) and the FaithWorks initiative.
- 2009** President Obama signs the Edward M. Kennedy Serve America Act which provides increased opportunities for individuals of all ages to serve, provides resources that encourage innovation and help strengthen the nonprofit and service sectors, emphasizes accountability of federally funded programs.

2011-2013 Indiana State Service Plan Background



In July 2010, Achieve, an Indianapolis based consulting firm, was hired by the Office of Faith Based and Community Initiatives (OFBCI) to develop the 2011 - 2013 Indiana State Service Plan.

As part of this work, Achieve conducted 21 key stakeholder interviews including foundations, mayor's offices and statewide nonprofit leaders, facilitated four regional focus groups with 16 individuals participating, and received 199 responses through a statewide electronic survey. The input received helped Achieve obtain a better understanding of current strengths and perceptions of the state agency and strategic opportunities for the 2011-2013 State Service Plan.

Identified Agency Strengths

Affiliation with the Governor's Office

Regardless of political affiliation, the connectivity with the Governor's Office enables the Office of Faith-Based and Community Initiatives to access influential leaders and gives the agency an elevated presence and ability to leverage resources in communities throughout Indiana.

Focus

The Office of Faith-Based and Community Initiatives meets a need as being one of a few statewide organizations dedicated to service and volunteerism.

AmeriCorps Program

The Office of Faith-Based and Community Initiatives provides a unique value and service to the state as the lead entity administering the AmeriCorps program.

Statewide Focus

OFBCI's statewide focus enables the agency to disseminate messages broadly to nonprofits and faith-based organizations and be a public champion for promoting the value of service and volunteerism statewide.

Key Findings

Finding #1: There is minimal awareness of the Office of Faith Based and Community Initiatives or its programs.

Finding #2: OFBCI's current program demands exceed available staff capacity.

Finding #3: Communication and content distributed by OFBCI is duplicative and currently not meeting the information needs of its target audiences.

Finding #4: OFBCI's work is Indianapolis-centric and not meeting the needs of rural providers or other regions throughout Indiana.

Finding #5: Constituents are wanting a statewide voice focused on service and volunteerism.



Plan Recommendations

Based on an organization assessment and constituent input obtained by Achieve, there were several identified opportunities and recommendations for the Office of Faith-Based and Community Initiatives (OFBCI) to integrate in its 2011 - 2013 service plan.

Key Recommendations

Recommendation #1: Be more clear and focused about articulating a specific service platform for the State of Indiana, OFBCI's primary target audiences and OFBCI's unique value.

Recommendation #2: Increase volunteer recognition and communication efforts that mobilize and engage nonprofits and volunteers at the local and regional level.

Recommendation #3: Develop and enhance partnerships with statewide intermediary organizations and influential local stakeholders that understand local needs and assets and can work with OFBCI to implement service programs.

Recommendation #4: Align of OFBCI's resources (staffing, programming, grantmaking and partnerships) with a regional focus that reflects the unique local service needs, assets and priorities.

2011-2013 Indiana State Service Plan Themes

The 2011 - 2013 plan is focused on differentiating OFBCI's role and strengthening the agency as a statewide public champion for service, a strong local, regional and national partner, an efficient grantmaker, and a broker of new and increased federal and state resources allocated towards service and volunteerism.

Themes incorporated in the 2011-2013 plan include:

- Developing a stronger service and volunteer platform for Indiana.
- Promoting the value of service and volunteerism statewide by being a public champion by increasing awareness and recognition efforts.
- Enhancing and developing partnerships with statewide and local leaders that can assist OFBCI with disseminating information, convening local non-profits, and identifying effective grantees.
- Leveraging and advocating for federal and financial resources for service and volunteer programs.
- Effectively allocating resources by administering grant programs and services.
- Deepening the relationship with national partners such as the Corporation for National and Community Service and National Cities of Service to obtain increased resources and service opportunities for Indiana.
- Assisting local communities with mobilizing volunteers by focusing on building capacity of volunteer centers and other organizations and corporations with a commitment to service.



Indiana State Service Plan Executive Summary

2011 - 2013 Priorities

Strategy #1: Public Champion	Strategy #2: Regional Focus and Partnership Development	Strategy #3: Administer Best Practice Service Programs	Strategy #4: Internal Resource Alignment
OFBCI will be a statewide voice and public champion for service and volunteerism.	OFBCI will establish strong partnerships to effectively mobilize volunteer efforts at the local and regional level.	OFBCI will focus its efforts on programs and initiatives that promote, enhance and mobilize volunteers statewide.	OFBCI will align its human and financial resources that maximize and leverage service opportunities.
Staff Accountable: Executive Director	Staff Accountable: Executive Director, Chief Operating Officer and Director of Programs	Staff Accountable: Executive Director and Director of Programs	Staff Accountable: Executive Director and Chief Operating Officer

Strategic Priority #1: Increase the visibility of service and volunteerism statewide.

Key Focus Areas:

- Promoting national rankings on service and volunteerism
- Increasing statewide marketing and outreach efforts promoting service and volunteerism
- Recognizing volunteerism efforts on behalf of the Governor's Office

Strategic Priority #2: Increase agency effectiveness by coordinating efforts with key partners through a regional service delivery approach.

Key Focus Areas:

- Developing relationships with key influential community stakeholders and mayors offices throughout Indiana who can assist OFBCI in developing a deeper understanding of regional needs and strategic opportunities for program implementation
- Developing strategic partnerships with statewide intermediary organizations that can assist OFBCI with information dissemination and resource alignment
- Increased alignment of OFBCI resources with local community needs and priorities

Strategic Priority #3: Effectively administer grant programs and national best practice service initiatives.

Key Focus Areas:

- Effectively allocating financial resources and administering grant programs aimed at strengthening nonprofit capacity and volunteerism programming
- Exploring opportunities that position OFBCI as the lead entity in Indiana implementing a statewide service initiative such as the National Cities of Service and A Billion + Change initiative
- Convening and promoting local best practice programs related to service and volunteerism

Strategic Priority #4: Align internal and financial resources towards strategic priorities and desired outcomes.

Key Focus Areas:

- Aligning staff roles and responsibilities with 2011-2013 Service Plan strategies
- Increasing partner engagement
- Increasing organization transparency regarding priorities and impact
- Clarifying roles and expectations of the Indiana Commission on Community Service and Volunteerism (ICCSV)

Strategic Priority #1: Public Champion

Strategy Overview

Between 2007 - 2009, 29.9% of the population in Indiana volunteered making Indiana 20th in the country for its volunteerism rate and during that same time period Indiana resident volunteered 42 hours annually making Indiana 13th nationally in the number of hours volunteered.

As a statewide agency connected with the Governor's Office, OFBCI is in the unique position to elevate the importance and value of service by marketing national rankings, helping local communities mobilize and engage volunteers, leading volunteer recognition events and spotlighting local best practice volunteer programs and initiatives.

Key Focus Areas:

- Promoting national rankings on service and volunteerism
- Increasing statewide marketing and outreach efforts promoting service and volunteerism
- Recognizing volunteerism efforts on behalf of the Governor's office

Target Audiences: Media and Intermediary Nonprofits

2011-2013 Action Steps:

- Develop and implement an annual statewide marketing and outreach plan focused on promoting service and volunteerism
- Develop and implement annual strategies that increase the recognition of local volunteers and organizations using best practice service programs
- Develop and implement annual strategies focused on convening regional providers with the intent of sharing best practice program ideas to engage and mobilize volunteers in local communities
- Develop and implement social media strategies (webinars, blogs, facebook and e-newsletters) that focus on information dissemination, outreach and raising awareness of funding and programmatic resource opportunities

Outcomes

- Increased public awareness of service and volunteerism
- Increased press coverage on service and volunteerism
- Increased awareness of best practice programs and initiatives at the local level

Measurements

Measurements and benchmarks will be reviewed and evaluated annually by the Indiana Commission on Service and Volunteerism Commissioners.

- Indiana service and volunteerism rankings
- Number of press releases and media mentions
- Number of local volunteer recognition events attended on behalf of the Governor's office
- Number of convening efforts and nonprofit organizations benefited
- Satisfaction of nonprofit providers with OFBCI products and services

Strategic Priority #2: Regional Focus and Partnership Development

Strategy Overview

Each region in Indiana has its own unique service needs, community priorities and assets. Through a more intentional regionalized approach to its work, OFBCI can more effectively match its financial and human resources to local needs and opportunities.

Because of its statewide focus, OFBCI cannot be effective in implementing a regional strategy alone; it will require the expertise of statewide intermediary organizations and local key stakeholders that understand local and regional needs. Strong partners will be critical to assisting OFBCI in identifying efficient and effective ways to mobilize and engage local communities in a volunteer service platform and disseminate financial and programmatic resources.

Key Focus Areas:

- Developing relationships with key influential community stakeholders and Mayors offices throughout Indiana who can assist OFBCI in developing a deeper understanding of regional needs and strategic opportunities for program implementation
- Developing strategic partnerships with statewide intermediary organizations that can assist OFBCI with information dissemination and resource alignment
- Increased alignment of OFBCI resources with local community needs and priorities

Target Audiences: Statewide Intermediary Organizations, Influential Local Leaders, and Indiana Mayors

2011-2013 Action Steps:

- Develop and conduct two annual regional key stakeholder roundtable conversations with influential leaders in key regions throughout Indiana. Roundtables will focus on obtaining input on annual strategies, local needs, and where funding opportunities can be leveraged at the local level
- Identify and develop a statewide intermediary nonprofit advisory network focused on increasing the efficiency and effectiveness of information dissemination, nonprofit capacity building opportunities and regional program coordination
- Work with community stakeholders to identify local and regional priorities and determine where OFBCI human and financial resources can add value to meet community needs

Outcomes

- Increased efficiency through a reduction in duplication of efforts
- Increased awareness of regional needs and priorities
- Increased engagement of local communities in OFBCI's work and volunteerism efforts

Measurements

Measurements and benchmarks will be reviewed and evaluated annually by the Indiana Commission on Service and Volunteerism Commissioners.

- Number of conversations annually with key influential stakeholders
- Number and engagement of intermediary partners
- Number of convening events and trainings conducted in collaboration with statewide intermediary organizations and regional partners

Strategic Priority #3: Administer Best Practice Service Programs

Strategy Overview

One of OFBCI's core areas of focus is to administer grants and best practice programs that strengthen service and volunteerism efforts in local communities. Grant and program support is intended to build stronger, more efficient, and more sustainable community networks capable of mobilizing volunteers to address local needs. Historical programs have focused on AmeriCorps, Strengthening Families micro-grants, Indiana Access to Recovery and Disaster Preparedness.

Programs administered by OFBCI should focus on four main guiding principles:

- Service as a Solution
- Expanding Opportunities to Serve
- Building Enduring Capacity
- Embracing Innovation

As a statewide entity with a track record of implementing initiatives dedicated to service and volunteerism, OFBCI has an opportunity to leverage additional dollars for Indiana and play a larger leadership role in elevating service and volunteerism by implementing new national service initiatives such as **Cities of Service** and **A Billion + Change**. Both initiatives align with developing a strong service platform and are focused on enhancing and mobilizing local volunteer efforts to meet and address community needs. Additionally, OFBCI will work with its partners across national service, including AmeriCorps*VISTA, Senior Corps, and Learn and Serve America.

Key Focus Areas:

- Effectively allocating financial resources and administering grant programs aimed at strengthening nonprofit capacity and volunteerism programming
- Exploring opportunities that position OFBCI as the lead entity in Indiana implementing a statewide service initiative such as the National Cities of Service and A Billion + Change initiative
- Convening and promoting local best practice programs related to service and volunteerism

Target Audiences: Regional Nonprofits and Indiana Mayors

2011-2013 Action Steps:

- Align AmeriCorp grant opportunities and placements with identified regional priorities
- Meet annually with the Corporation for National and Community Service to identify funding sources and national resources that can be implemented in Indiana
- Develop and implement a comprehensive statewide platform based on national best programs such as the National Cities of Service or A Billion + Change model
- Work intently with Indiana mayors, local partners and corporations to mobilize communities and residents to implement national best practices programming in local communities

Outcomes

- A stronger statewide platform of service and volunteerism in Indiana
- Increased volunteers at the local level addressing community needs
- Increased leveraging of national opportunities implemented in Indiana
- Engaged mayors, corporations and nonprofits dedicated to a common vision of service

Measurements

Measurements and benchmarks will be reviewed and evaluated annually by the Indiana Commission on Service and Volunteerism Commissioners.

- Amount of new and increased federal financial support for volunteerism and service efforts
- Number of nonprofits benefiting from grant support
- Number of Indiana mayors and communities implementing best practice service programs influenced by OFBCI

Strategic Priority #4: Internal Resource Alignment

Strategy Overview

To effectively implement the 2011 - 2013 Indiana State Service Plan, OFBCI will need to re-align components of its internal infrastructure (staffing) and its work (programs and services) to develop a strong volunteer platform with clear messages and target audiences. OFBCI will also need to appropriately broker and harness key partnership relationships as well as engage the Indiana Commissioners on Service and Volunteerism (ICCSV) as local ambassadors for its work.

Key Focus Areas:

- Aligning staff roles and responsibilities with 2011-2013 Service Plan strategies
- Increasing partner engagement
- Increasing organization transparency regarding priorities and impact
- Clarifying roles and expectations of the Indiana Commission on Community Service and Volunteerism (ICCSV)

Target Audiences: Internal OFBCI staff and Indiana Commission on Community Service and Volunteerism

2011-2013 Action Steps:

- Evaluate staff workload, current programs, initiatives, and eliminate activities that are not aligned with 2011-2013 organizational priorities
- Realign staff priorities towards marketing, regional engagement, and implementing best practice national service models
- Increase internal OFBCI VISTA role towards local partnership development and program implementation
- Develop clear roles and annual expectations for the Indiana Commissioners on Service and Volunteerism (ICCSV)
- Develop an annual dashboard to access State Service Plan progress and success measurements

Outcomes

- Increased agency and fiscal transparency
- Increased staff efficiency aligned with skills and OFBCI priorities
- Increased statewide and regional presence through intentional focus of staff time beyond Indianapolis
- Increased understanding of local needs through deeper relationships with regional stakeholders and Indiana communities
- Engaged partners and Indiana Commissioners on Service and Volunteerism (ICCSV)

Measurements

Measurements and benchmarks will be reviewed and evaluated annually by the Indiana Commission on Service and Volunteerism Commissioners.

- Awareness of OFBCI and its programs and activities
- Satisfaction with OFBCI as identified by partner and grantee satisfaction surveys
- Amount of local, state and federal resources OFBCI has influenced for volunteer and service programs and initiatives



The Office of Faith-Based and Community Initiatives is uniquely positioned to mobilize local communities in service in volunteerism and elevate Indiana as a national leader for volunteerism and civic engagement.

OFBCI's ability to implement the 2011-2013 Indiana State Service plan will be determined by how effectively the agency is in aligning its internal resources, engaging local stakeholders and communities and being a leader in being a champion for best practice service model programs and initiatives statewide.

If OFBCI is successful in implementing the 2010-2013 State Service Plan priorities at the conclusion of the plan OFBCI will have:

- An increased understanding of the role, mission and programs of the Office of Faith-Based and Community Initiatives
- An engaged Indiana Commission on Service and Volunteerism
- A clearly articulated service and volunteer platform
- Strong strategic partnerships with local, state and federal leaders
- A clear understanding of regional needs and priorities and OFBCI human and financial resources aligned to meet the identified needs
- Increased financial resources dedicated to Indiana for service and volunteerism programs and initiatives
- The implementation of new and innovative national best practice service models in communities statewide
- An increase in civically engaged communities as evidenced by national service rankings
- Increased engagement from non-profit and faith-based organizations statewide
- Increased agency transparency including activities, allocation of resources and success measurements

Indiana Commission on Service and Volunteerism



The Indiana Commission on Service and Volunteerism (ICCSV) is comprised of up to twenty-five (25) Commissioners. Each Commissioner is appointed for three year terms and selected because of their expertise in education, public safety, human services, volunteerism, business or government. Each member of the Commission shares a common vision of encouraging community service and volunteer participation as a means of community and state problem solving.

The role of the Commission is to advocate, review and adjust the state's position on issues related to the community service and volunteer sectors.

David Reingold, Chair

Indiana University - SPEA
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Ivy Tech Community College Central IN
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National FFA Organization
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Adam Shoemaker

Lifeline Youth & Family Services
Fort Wayne

Maggie Stevens

Indiana Campus Compact
Indianapolis

Barrett Tenbarge

Student- Indiana University
Carmel

State of Indiana
Executive Order: 05-16

FOR: CREATION OF THE OFFICE OF FAITH-BASED AND COMMUNITY INITIATIVES

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

- WHEREAS,** Hoosiers are a dedicated and selfless people who have a long and proud tradition of helping their neighbors and those less fortunate than themselves;
- WHEREAS,** Committed volunteers in faith-based and community-based organizations bring unique skills, services, and resources to bear on the struggles faced by Hoosier families;
- WHEREAS,** There are many opportunities for faith-based and community-based organizations to partner with government entities to deliver services more effectively than either can do alone;
- WHEREAS,** These opportunities represent an avenue toward addressing many of the State's unmet educational, human, public safety, and environmental needs and expanding the options available for enhancing the quality of life for all Hoosiers;
- WHEREAS,** Many beneficial opportunities may be lost if faith-based and community-based groups are not aware of opportunities to participate with state government in serving Hoosiers, or are not equipped to participate on a level playing field, to the fullest extent permitted by law, in partnering or contracting with government entities for the delivery of services that serve a valid government purpose;
- WHEREAS,** Similarly, many beneficial opportunities may be lost if state government does not make efforts to reach out and share information about opportunities to faith-based and community-based providers or to secure and direct federal and state funding to them or assist them in identifying and applying for discretionary federal and state grants;
- WHEREAS,** Government may neither advance nor inhibit religious expression, nor endorse any particular type of religion over non-religion, but must not discriminate against the provision of services by faith-based or community-based providers who are otherwise qualified to provide services;
- WHEREAS,** It is beneficial to encourage communication between state government and faith-based and community-based organizations, recognizing the importance of sharing information about and encouraging the best practices of successful faith-based and community-based programs;
- WHEREAS,** The National and Community Service Trust Act of 1993 (the "Act") calls for the support and collaboration of federal, state, and local programs and agencies to build on existing organizational structures and expand full-time and part-time service opportunities for all citizens, and makes federal funding available under the National and Community Service State Grant Program;
- WHEREAS,** Hoosiers can benefit from a comprehensive and coordinated effort to improve and strengthen the State's volunteerism and community service infrastructure, maximize the utilization of available resources, and cultivate volunteer service opportunities that address the State's pressing needs; and
- WHEREAS,** This effort should be facilitated by a program having a position of prominence in direct relationship to the Office of the Governor;

NOW, THEREFORE, I, Mitchell E. Daniels, Jr., by virtue of the authority vested in me as Governor of the State of Indiana, do hereby order that:

1. The Office of Faith-Based and Community Initiatives (OFBCI) is hereby created.
2. The OFBCI shall have a Director, who shall be appointed by the Governor and serve at the pleasure of the Governor.
3. The OFBCI shall have a direct relationship to the Office of the Governor. The Director of the OFBCI shall be authorized and directed to organize the OFBCI in such manner as the Director deems necessary or appropriate to achieve the objectives set forth in this Executive Order.
4. The OFBCI shall:
 - a. apply for funding to the Corporation for National and Community Service and other entities that administer federal grants to support the objectives established by OFBCI for faith-based and community-based programs;
 - b. provide to all applicants under the National and Community Service State Grant Program and other federal programs the services required by, and select grantees under, such guidelines as may be specified by those federal programs and applicable law;
 - c. work closely with faith-based and community-based groups, charitable organizations, private charities, voluntary associations, educational entities, and other nonprofit service organizations to promote volunteerism and community service and to assist them in identifying and applying for discretionary federal grants;
 - d. provide technical assistance, education, information, and other support to such groups and organizations to improve and strengthen the State's volunteerism and community service infrastructure;
 - e. promote innovative and model programs and initiatives and share best practices among such groups and organizations; and
 - f. coordinate OFBCI activities with those of any federally administered service programs to ensure that services are not duplicated.
5. The Indiana Commission on Community Service and Volunteerism (ICCSV) is continued. The existing programs of both the ICCSV and FaithWorks Indiana, which were formerly affiliated with the Department of Workforce Development and the Division of Family and Children of the Family and Social Services Administration, respectively, will be transferred to the OFBCI. The staff and resources of the ICCSV and FaithWorks Office will also be transferred to the OFBCI.

IN TESTIMONY WHEREOF, I, Mitchell E. Daniels, Jr., have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana on this Eleventh day of January, 2005.

Mitchell E. Daniels, Jr.
Governor of Indiana

ATTEST: Todd Rokita
Secretary of State